

SITUATION ANALYSIS REPORT

Country: Zimbabwe

Name of municipality: Gokwe Town Council

Synopsis

The Town Council has an interest in developing a gender policy in order to address the imbalances between men and women in the Town. Gokwe Town Council's objectives are to render services to both men and women equally.

Strengths

Council has a Gender Focal Person. The town has learned management. The chairperson is a lady and this will make it easy to implement gender policies. Other leaders like P.A, MP and DA are also female meaning the council will have strong back up from senior members of the civil service. The council has partnerships with NGOs like Musasa Project, Girl Child Network,

Challenges

- There is no budget for gender issues.
- The town is surrounded by people with strong African beliefs which are difficult to convince on gender issues.
- Unavailability of qualified women in the area

Result of gender score card

Area assessed	Score Council %	Score GL %	Agreed score %
Policy framework	0		
Governance	6		
Mainstreaming gender into existing programmes	20		
Gender specific programmes	7		
Employment practices and environment	6		
Gender management system	2		
Overall	41		

SITUATION ANALYSIS

Policy framework

- The Council is aware of the national, regional and international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender policy. The Council's Gender Focal Person was involved in the train of gender polices by Gender Links

- Council does not have a gender policy although it is implementing gender programmes, by following the National Gender Policy.

GOVERNANCE

Representation

Designation	Female	Male	Total
Councillors	1	5	6
Heads of Departments	0	4	4
Committees Chairperson	0	3	3
Vice Committees Chairperson	0	3	3
Council	1	5	6

- Council has 1 female and 5 male councillors.
- There is no female Head of Department and 4 male Heads of Departments. Council has 3 committees which are all chaired by male councillors. The Council's Chairperson is a woman and is the only female councillor.

Participation

- There is an equal participation by women and men in Council meetings. Council has a code of ethics which states that any councillor is free to make any contribution.
- Female councillor has influence on decisions taken by Council since she is the chairperson although she is outnumbered by male councillors.

Public participation

- There is equal participation of women and men at public meetings and events although at times women tend to outnumber men depending on the type of event.

Planning

- Targeted gender planning and service delivery takes place in Council. Planning starts at the ward through the Ward Development Committee up to district level.
- Strategic objectives of the Council mention that there should be equal opportunities for both men and women.
- Information is collected concerning women but not to a large extent.
- There are no gender indicators so far but shall be implemented very soon.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

- Council does not have a local economic development plan per se but it targets women entrepreneurs as key beneficiaries. They are accorded the same opportunities as men when they apply to Council, seeking business stands.

- Both women and men benefit equally from informal trading facilities although the market is flooded with women especially flea markets.

Procurement

- Council's procurement policy states that three quotations should be submitted to Council. Council will consider terms of payments, quality and duration before the contract is awarded. There is no discrimination if any one meets the above criteria, then the contract is awarded to them. Purchases in excess of \$10 000 go for tendering and tenders are invited as per local government regulations.
- It is not clear who benefits what as most bidders are from companies.

Housing

- Council does not keep sex disaggregated data on title deeds.
- Council emphasizes that both names of spouses should be included in the title deeds.
- For individuals council offer stands to both male and female equally.

Utilities

- Council does not have sex disaggregated data on who accesses the basic services.
- Women are involved in the planning, management and maintenance of the basic services and facilities.

Transport

- Women are consulted in regard to their transport needs when meetings are conducted at Ward level.

Health

- There one clinic and one district general hospital in the town. The average distance travelled by a woman to the nearest health centre is 1 to 2 km.
- Council keeps sex disaggregated data on HIV and AIDS at each council clinic. These are later consolidated by the district office of the Ministry of Health.
- Council has various Non-Governmental Organisations operating in the district which include DACC Gokwe South, Zimbabwe Project Trust and Action Aid which conduct public education and awareness campaigns through road shows. NAC (National AIDS Council) coordinates the operations of these Non-Governmental Organisations.
- PEP is only found at the district hospital here in town. Information on PEP is available at the clinic.

Environmental health

- Women are consulted in the management of waste through the ward development committees within the respective wards.

Social development

- Council does not keep sex disaggregated data on the use of existing facilities.

Gender specific programmes

- Council coordinates gender programmes like awareness campaigns .The only limiting factor is that the council is not funded.

Educare

- The council has one crèche which it owns and is run by local women in the area.

Gender based violence (GBV flagship)

- Council does not have an action plan and budget for addressing GBV. It acts through the various NGOs mentioned above. However, for other activities like International Women’s Days Celebrations and 16 Days of Activism, the council can make some contributions through cash.
- A safety audit has not been conducted to ascertain whether the wards are safe places for women.
- Public transport is safe for women and children as no reports so far of abuse have been reported

Public awareness campaigns

- Council participates in campaigns to raise awareness on GBV during 16 Days of Activism.

Response and coordination

- Council does not have an up to date crime statistics disaggregated by sex.
- There is a good working relationship between police and community especially women.
- Police and Justice Service Providers are trained on how to handle cases of GBV as the town has Police stations with a Victim Friendly Unit at each station.

Support

- The district also has an Anti-domestic Violence Council, chaired by a local Magistrate. Council supports the victim support unit at each Police station through having meetings with them.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

- Women and men are not employed in equal numbers across jobs, grades and in management positions as indicated below. Those in same positions are remunerated equally.

Category	Nº of women	%	Nº of men	%
Top management	0	0	5	100
Senior management	0	0	4	100
SUPERVISORY	3	50	3	50
Secretarial/clerical	8	44	10	56
TOWN POLICE	2	9	20	91

GENERAL HANDS	6	15	33	85
STUDENTS/ ATTACHEES	4	50	4	50
TOTAL	23	22.5	79	77.5

- Council does not have an affirmative action policy.

Capacity building

Councillors and council officials do attend training programmes.

Career pathing

- Women and men are given equal opportunities for growth within the Council.

Working conditions and environment

- Council only provides maternity leave 98 days and not paternity leave.
- Council does not have a sexual harassment policy but this is fused in its code of conduct for staff.

GENDER MANAGEMENT SYSTEM

Gender structures

- Council has a GFP although there is no budget for gender issues.
- Only the job descriptions and performance agreements for the GFP and the Administration Officer have a gender component but not for any other managers.

Budgets

- There is no budget for gender though the council at times can contribute cash to activities related to gender issues.

Monitoring and evaluation

- There are no gender indicators which have been put in place for planning and human resources management systems.

Political profile and champion

- Gender issues are not given a high political profile by Council.

The workplace

- No woman is employed in the executive grade where there are five males. Four men are in the middle management with no females. There are three female secretaries and one males EHT. Council has one female driver and 8 male drivers. Lowest grades have six females compared to 28 males.
- The pattern of employment indicates that there are few women in managerial positions and also that lower grades are mostly occupied by male employees.